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OVERTIME HOURS AND PREMIUM PAY: MAY 1965. SPECIAL LABOR FORCE REPORT NUMBER 72.

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THE EXTENT TO WHICH PERSONS WITH WORKWEEKS OF MORE THAN 40 HOURS RECEIVE PREMIUM PAY AND THE EXTENT TO WHICH THEY REGULARLY WORK LONG HOURS WERE STUDIED. THE DATA COLLECTED EACH YEAR IN THE MAY SURVEY OF THE LABOR FORCE BY THE BUREAU OF THE CENSUS, APPLY TO WAGE AND SALARY WORKERS WITH ONE JOB WHO WORKED 41 HOURS OR MORE DURING THE SURVEY WEEK. AMONG THE FINDINGS FOR MAY 1965 WERE -- (1) ONE-THIRD OF THE NATION'S WORKERS, 24.2 MILLION PERSONS, WORKED IN EXCESS OF 40 HOURS, AND 16.5 MILLION OF THOSE WERE SINGLE JOBHOLDERS, (2) OF THE 16.5 MILLION, 35 PERCENT RECEIVED PREMIUM PAY FOR THEIR OVERTIME, A SIGNIFICANTLY GREATER PROPORTION THAN IN THE 1963 AND 1964 SURVEYS, (3) THE MAJORITY, 84 PERCENT, WHO RECEIVED PREMIUM PAY WERE EMPLOYED IN THE BLUE-COLLAR OR CLERICAL OCCUPATIONS, (4) NEARLY 12 MILLION OF THE 16.5 MILLION WHO WORKED MORE THAN 40 HOURS REPORTED THAT THEY USUALLY WORKED EXTRA HOURS, (5) IN ALL INDUSTRIES, WHITE-COLLAR AND SERVICE OCCUPATIONS ACCOUNTED FOR MOST OF THOSE WHO USUALLY WORKED LONG HOURS WITHOUT PREMIUM PAY, (6) ONLY 18 PERCENT OF THE WHITE-COLLAR WORKERS BUT 60 PERCENT OF THE BLUE-COLLAR WORKERS RECEIVED OVERTIME COMPENSATION, (7) MANAGERS AND OFFICIALS WERE THE NONFARM WORKERS MOST LIKELY TO WORK OVER 40 HOURS AND AMONG THE LEAST LIKELY TO RECEIVE PREMIUM PAY, AND (8) MARRIED MEN, 25 TO 54 YEARS OLD, WERE MORE THAN TWICE AS LIKELY TO WORK EXTRA HOURS THAN WOMEN. METHODOLOGICAL NOTES AND 12 DETAILED TABLES ARE INCLUDED. THIS DOCUMENT APPEARED IN "MONTHLY LABOR REVIEW," SEPTEMBER 1966 AND IS AVAILABLE FROM U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, WASHINGTON, D.C. 20210. (ET)

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SPECIAL LABOR FORCE REPORT NO. 72

OVERTIME HOURS AND PREMIUM PAY

VT003852

UNITED STATES DEPARTMENT OF LABOR . W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS . Arthur M. Ross, Commissioner

Overtime Hours and Premium Pay, May 1965

JAMES R. WETZEL*

EDITOR'S NOTE.—*Part of a continuing series of studies on the use of overtime hours and premium pay, this article presents and analyzes data collected in a 1965 survey. For a discussion of related findings in other recent studies, see "Leisure and the Long Workweek," Monthly Labor Review, July 1966, pp. 721–727.*

THE MAJORITY of the Nation's workers who reported workweeks in excess of 40 hours in a May 1965 study [1] of the work force were single jobholders. The number of workers earning their livelihood from a single wage or salary job and reporting extended workweeks had increased by three-quarters of a million since May 1964 (table 1).[2] The expansion reflects both the continued growth of employment and a slight upturn in the proportion of workers on overtime.[3] The majority of the additional workers on overtime were factory production workers who worked 41 to 48 hours.

Premium Pay for Extra Hours

One-third of the Nation's workers reported workweeks in excess of 40 hours in May 1965 (table 1). Although a significant proportion of these workers were multiple jobholders or self-employed, the majority (16½ million) earned their livelihood from a single wage or salary job. Of the 16½ million, 35 percent received premium pay for their overtime, a significantly greater proportion than in the 1963 and 1964 surveys. The increased ratio is partially attributable to more overtime work in occupations and industries where premium pay is common and to an increase in the receipt of premium pay in other occupations and industries. The majority (84 percent) of the wage and salary workers who received premium pay were employed in the blue-collar or clerical occupations.

There were 15.9 million nonfarm and 700,000 farm workers on extended workweeks in May 1965. Nearly 27 percent of all nonfarm jobholders worked 41 hours or more; 36½ percent received premium pay for their extra hours. In contrast, 43 percent of all farm workers reported extended workweeks, but less than 3 percent received premium pay.

Nearly 12 million of the 16½ million who worked more than 40 hours reported that they usually worked extra hours; these workers probably constitute the nucleus of a fluctuating overtime work force. Nearly 3½ million received premium pay for their extra hours; they were primarily craftsmen in operatives employed in manufacturing industries. In all industries, white-collar and service occupations accounted for most of those who usually worked long hours but did not receive premium pay.

Among the persons working extra hours in May 1965, 3.3 million reported that they usually did not work overtime. Over two-thirds of these workers put in 48 hours or less, and more than 60 percent received premium pay for their extra hours. Though the survey does not reveal the specific reasons for overtime work, some of these workers put in overtime because of nonrecurring production problems or seasonal demand.

The 1965 survey reaffirmed an earlier finding that overtime work is literally a way of life for some workers. Managers, officials, foremen, and professional workers are frequently expected to work extended workweeks and often do so voluntarily. For these workers, the likelihood of receiving

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[1] The prevalence of long workweeks even in periods of high unemployment has stimulated an interest in the collection of detailed information on the extent to which persons with workweeks of more than 40 hours receive premium pay, and the extent to which they regularly work long hours. Such information is collected each year in the May survey of the labor force, conducted for the Bureau of Labor Statistics by the Bureau of the Census through its Current Population Survey. The data apply to wage and salary workers with one job who worked 41 hours or more during the week. The questions are (1) Did (this person) get a higher rate of pay, like time and a half or double time, for the hours he worked over 40? and (2) Does (he) usually work more than 40 hours a week?

[2] The findings of the May 1964 survey were published in the September 1965 *Monthly Labor Review*, pp. 1083–1088.

[3] For convenience, all hours in excess of 40 are treated as "long," "extended," or "overtime" hours in this article. Although more detailed criteria are specified in legislation or union contracts governing the payment of premium rates, this arbitrary 40-hour standard should not influence the overall relationships discussed. This survey was not designed to measure extent of compliance with laws or union agreements; the coverage of individual workers under specific legislation or union agreements cannot be determined from the survey and, in addition, the figures are affected by sampling variability and response error.

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TABLE 1. SELECTED DATA ON PERSONS AT WORK AND PERSONS WORKING OVERTIME

[In thousands]

Characteristics	May 1965	May 1964	May 1963
Total at work	70,005	68,706	66,888
Working full time (35 hours or more)	56,482	54,956	53,872
Working overtime (41 hours or more)	24,132	23,226	22,688
Wage or salary single jobholders:			
Working overtime	16,538	15,730	15,244
Percent of total at work	23.6	22.9	22.8
Percent of full-time workers	29.3	28.6	28.3
Number receiving premium pay	5,810	4,849	4,479
Percent of wage and salary working overtime	35.1	30.8	29.4

premium pay is small, while the likelihood of usually working extra hours is relatively large.

Extended workweeks were less likely to be usual for the blue-collar workers though these workers were far more likely to be compensated at premium rates. These occupational differences go a long way toward explaining why persons who usually worked long hours were only half as likely to receive premium pay as those who usually did not put in extra hours (29 percent as compared with 62 percent).

Though personal motivation plays a major role in the determination of working hours, extensive and recurring overtime tends to be concentrated among workers whose occupation or industry is exempt from legislative or contractual regulations governing the payment of premiums.

The May 1965 survey also showed that: Within each occupation and industry, those persons who usually worked overtime and those who worked very long hours were the least likely to receive premium pay; workers in manufacturing industries were most likely, and farm and service workers least likely, to receive premium pay for overtime hours; and, even among the occupations and industries (other than manufacturing) where greater proportions of workers received premium pay, the overall proportion thus compensated was seldom over half of the total number working long hours.

Industry Variations

The likelihood of receiving premium pay for overtime varied by industry dramatically. In manufacturing, 67 percent of all persons on extended workweeks received premium pay for their extra hours. However, in the service and finance industries, only 11 percent of workers were so compensated. Rates of 43 percent existed in both transportation and construction, and 20 percent in both trade and public administration. In each instance, the percentage was higher than corresponding figures from earlier surveys. The increases were partially attributable to the stepped-up pace of economic activity in some sectors of the economy and the subsequent need for additional inducements to maintain high output levels. The wide diffusion of the increases also suggests that the payment of premiums is becoming more common in all sectors of the economy.

The inverse relationship between the number of extra hours worked and the likelihood of receiving premium pay was evident in the industry data. Persons working 41 to 48 hours were more than twice as likely to receive premium pay as those who worked 60 hours or more. Though there were sharp differences in the proportions receiving premium pay, this relationship was consistent for all of the large industry and occupation groups. In manufacturing, for example, 75 percent of the persons who worked from 1 to 8 extra hours received premium pay, while only 39 percent of those working 20 extra hours or more were so compensated.

Nearly one-third of all persons on long workweeks were employed in manufacturing; almost half were in either service or trade. Of all persons receiving premium pay, however, nearly three-fifths were in manufacturing, only one-fifth in trade and service. These patterns indicate that an increase in penalty rates would exert its greatest impact on manufacturing. On the other hand, measures to extend the coverage of legislation governing overtime pay would probably have more effect in the service industries, where overtime is extensive but frequently uncompensated.

Occupational Variations

The proportions of white-collar and blue-collar workers who received premium pay for hours over 40 were strikingly different, though nearly the same number and the same percentage reported extended workweeks in May 1965. Only 18 percent of the white-collar workers received premium pay for overtime, while 60 percent of the blue-collar workers received extra compensation.

The premium pay experience of clerical workers was quite different from the pattern for most other white-collar workers. A comparatively small proportion of clerical workers (13 percent) reported long workweeks, but those who did work extra hours were far more likely to receive premium pay (45 percent) than were other white-collar workers, presumably because clerical workers are more likely to be covered by legislation or by union contracts governing the payment of premium rates. When clerical workers were excluded from the white-collar group, only 1 in 10 workers in the remaining white-collar occupations received premium pay.

In May 1965, managers and officials were the nonfarm workers most likely to put in long workweeks, and among the least likely to receive premium pay for their overtime hours. A similar situation existed for sales workers. In both occupation groups, approximately 9 out of 10 workers on long workweeks reported that their usual workweek exceeded 40 hours. The importance of premium pay to these workers is difficult to assess. Managers and officials tend to be concentrated in higher than average income brackets,[4] and their overtime work may be motivated by nonmonetary goals which are related to the responsibility they exercise and the satisfaction they derive from their work. Sales workers are frequently on a salary or wage plus commission basis. In such cases, the payment of premiums for extra hours could easily be of secondary importance to the worker.

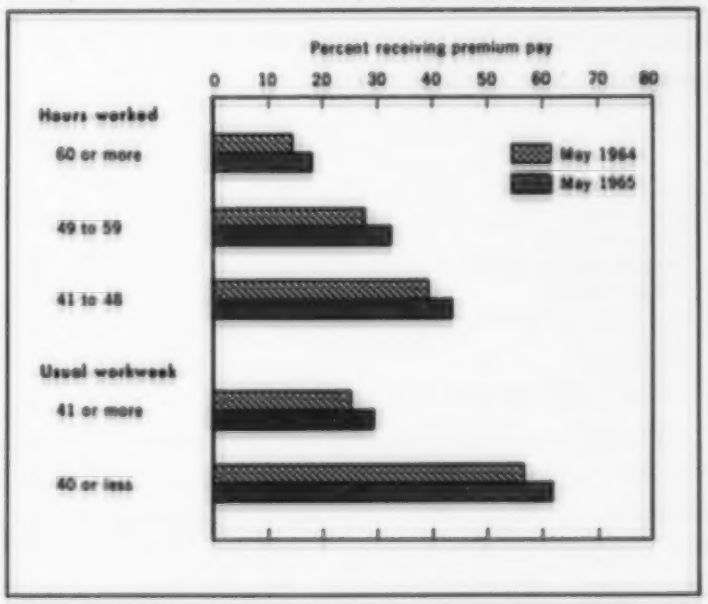
In the heterogeneous professional and technical worker group (the group includes such occupations as accountants, musicians, teachers, and doctors) more than 1 in 4 persons reported long workweeks. One-third of these were primary and secondary teachers. Only 13 percent of all professional and technical workers, and less than 1 percent of the teachers, received premium pay for their extra hours.

Almost 9.9 million of the 15.9 million persons who worked extended hours in nonagricultural industries were blue-collar workers, clerical workers, and service workers. The largest concentration of workers (4.1 million) was in manufacturing, where almost 79 percent were compensated for overtime at premium rates. Another sizable group (2 million) were employed in trade; there the proportion receiving premium pay was only 24 percent.

The exclusion of white-collar occupations, except clerical, does little to alter the pattern of industry variation in the proportion receiving premium pay. While the exclusion of these occupations does increase the proportions receiving premium pay in each industry, it is by a smaller amount than might have been anticipated. For example, the proportion of all nonagricultural employees working long hours who received premium pay was 35 percent; when the specified occupations are excluded the proportion rises to 52 percent. While this increase is significant, the fact remains that only about half of those working long hours receive overtime pay at premium rates.

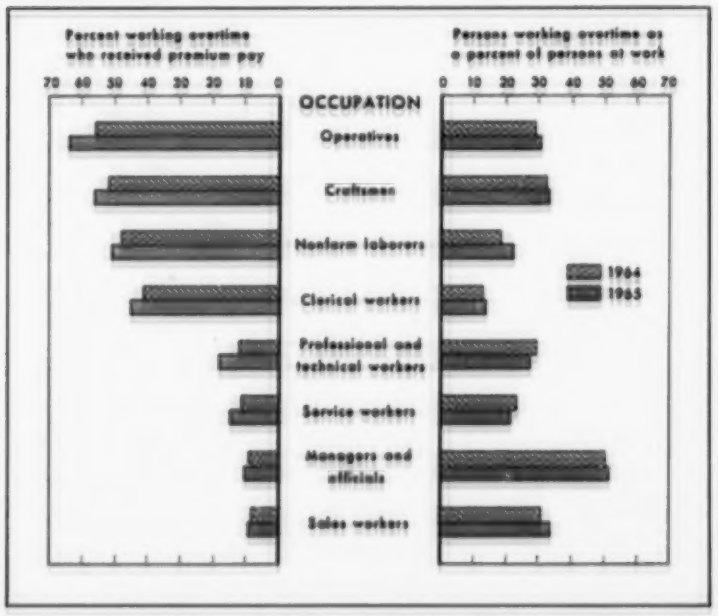
Because the rates seemed surprisingly low even for operatives and craftsmen (64 and 56 percent, respectively), the occupation data were examined at a more detailed level. While practically all of the operatives in the durable goods industries received premium pay for their extra hours, less than one-third of all drivers and delivery men received extra compensation; a large proportion of all drivers and deliverymen are exempt from coverage under overtime legislation, or work in establishments that are not covered.

Chart 1. Percent of Workers Who Received Premium Pay for Overtime Work, May 1964 and 1965



[4] In 1963, the median annual income of salaried male managers and officials, $8,300, was second only to the income of self-employed male professional workers. *Current Population Reports*, Series P–60, No. 43 (U.S. Bureau of the Census, 1964).

Chart 2. Rates of Receipt of Premium Pay and Persons Working Overtime, by Occupation, May 1964 and 1965



	Percentage who did not receive premium pay
Operatives	32.3
Operatives in:	
Durable goods manufacturing	6.5
Nondurable goods manufacturing	10.5
Nonmanufacturing industries	56.7
All drivers and deliverymen	61.0

A similar situation exists among craftsmen and foremen; however, within this group there were sharp differences. Machinists and other metal craftsmen, who are likely to be union members or covered by legislation, have a very high rate of receipt; auto mechanics and repairmen, who are less likely to be in a union or covered under legislation, were the least likely of all craftsmen to receive premium pay in May 1965.

	Percentage who did not receive premium pay
Craftsmen and foremen	44.6
Machinists	4.3
Metal craftsmen	3.5
Construction craftsmen	33.1
Other craftsmen	32.3
Mechanics and repairmen, other than auto	31.1
Foremen	56.8
Carpenters	64.5
Mechanics and repairmen, auto	71.6

An additional illustration of the relationship of payment of premium to industry group is the experience of laborers. In manufacturing, only 16.7 percent of the laborers did not receive premium pay. In construction, where there are numerous small nonunion establishments engaged in intrastate activities, approximately one-half of the laborers did not receive premium pay for overtime, and in the other nonmanufacturing industries, almost 61 percent of the laborers did not.

Workers in the service occupations are generally not organized, and these workers are less likely to be covered by Federal minimum wage legislation and most likely to be employed in small establishments. As might be expected, 80 percent of these workers did not receive premium pay for their extra hours.

Personal Characteristics

Men were more than twice as likely as women to work extra hours in May 1965. Of the 16.5 million persons working overtime in May 1965, 13.3 million were men. The vast majority were married (10.7 million) and in their prime working years (25 to 54 years). Variations in the likelihood of receiving premium pay are the result of differences between the jobs held by women and those held by men and not of outright discrimination against women.

The educational commitment of teenagers combines with legal restrictions to prevent extensive overtime on their part. In all other age groups, the likelihood of working extra hours tended to vary within a comparatively small range for men (31 to 38 percent) as well as for women (14 to 17 percent). As table 2 shows, the proportions receiving premium pay were higher for younger

Table 2. Percentage of Wage and Salary Workers on Extended Workweeks and Percentage Receiving Premium Pay, By Sex, Age, Color, and Marital Status, May 1965

Characteristic	Percent working overtime [1]		Percent receiving premium pay	
	Male	Female	Male	Female
Total	34.9	15.2	37.4	23.7
Agricultural	48.5	18.6	3.0	.....
Nonagricultural industries	34.4	15.1	39.1	26.1
By age:				
14 to 19	11.9	7.8	46.0	34.4
20 to 24	34.9	14.1	53.0	34.8
25 to 44	37.5	15.1	37.9	30.5
45 to 54	35.5	17.0	38.0	23.4
55 and over	30.6	17.2	33.0	12.8
By color:				
White	35.3	14.8	39.0	27.3
Nonwhite	27.2	17.0	40.4	18.6
By marital status:				
Married, spouse present	37.4	13.0	39.1	29.6
Single	20.4	17.9	39.5	22.0
Other	36.3	17.7	39.3	23.5

[1] Wage or salary single jobholders as a percent of wage or salary employees at work.

workers who tended to be concentrated in those occupations where the likelihood of receiving premium pay for overtime is highest. Nearly 70 percent were in the four occupation groups within the highest rate of receipt. On the other hand, nearly half the employed men age 45 to 54 were in the five occupation groups where the proportion receiving premium pay was smallest.

The proportion of married men working extra hours was greater than that of single men in May 1965; however, the proportions receiving premium pay were the same. Color was not a significant factor in the receipt of premium pay for men, but white men were slightly more likely to put in extended workweeks. Among women, the proportions of whites and nonwhites working long hours were the same, yet white women were more likely to receive premium pay. This difference was presumably due to the heavy concentration of nonwhite women in private household work, where long workweeks are common and the payment of premiums is almost nonexistent.

This reprint contains, in addition to the article from the September 1966 issue of the *Review*, the following material:

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Explanatory Note

THE ESTIMATES in this report are based on data obtained monthly in the Current Population Survey of the Bureau of the Census. The sample is spread over 357 areas comprising 701 counties and independent cities, with coverage in each of the 50 States and the District of Columbia. Approximately 35,000 occupied households are designated for interview each month. Of this number, 1,500 occupied units, on the average, are visited but interviews are not obtained because the occupants are not found at home after repeated calls or are unavailable for some other reason. In addition to the 35,000, there are about 5,000 sample units in an average month which are visited but are found to be vacant or otherwise not to be enumerated.

Estimating Procedure

The estimating procedure used in this survey involved the inflation of the weighted sample results to independent estimates of the civilian noninstitutional population of the United States by age, color, and sex.

These independent estimates were based on statistics from the 1960 Census of Population; statistics of births, deaths, immigration, and emigration; and statistics on the strength of the Armed Forces.

Reliability of the Estimates

Since the estimates are based on a sample, they may differ somewhat from the figures that would have been obtained if a complete census had been taken using the same schedules, instructions, and enumerators. As in any survey work, the results are subject to errors of response and of reporting as well as being subject to sampling variability.

The standard error is primarily a measure of sampling variability, that is, of the variations that occur by chance because a sample rather than the whole of the population is surveyed. As calculated for this report, the standard error also partially measures the effect of response and enumeration errors but does not measure any systematic biases in the data. The chances are about 68 out of 100 that an estimate from the sample would differ from a complete census figure by less than the standard error. The chances are about 95 out of 100 that the differences would be less than twice the standard error.

The figures presented in tables 1 and 2 are approximations to the standard errors of various estimates shown in this report. In order to derive standard errors that would be applicable to a wide variety of items and could be prepared at a mod-

TABLE 1. STANDARD ERROR OF ESTIMATED NUMBER OF WAGE AND SALARY WORKERS RECEIVING PREMIUM PAY, MAY 1964

[In thousands]

Size of estimate	Standard error of estimate	Size of estimate	Standard error of estimate
50	11	5,000	108
100	16	10,000	147
250	25	20,000	190
500	35	30,000	205
1,000	50	40,000	220
2,500	78		

TABLE 2. STANDARD ERROR OF ESTIMATED PERCENTAGES OF WAGE AND SALARY WORKERS RECEIVING PREMIUM PAY, MAY 1965

Estimated percentage	Base of percentage (thousands)				
	100	250	500	1,000	2,500
1 or 99	1.6	1.0	0.7	0.5	0.3
2 or 98	2.2	1.4	1.0	.7	.4
5 or 95	3.5	2.2	1.5	1.1	.7
10 or 90	4.8	3.0	2.1	1.5	1.0
15 or 85	5.7	3.6	2.5	1.8	1.1
20 or 80	6.3	4.0	2.8	2.0	1.3
25 or 75	6.9	4.3	3.1	2.2	1.4
35 or 65	7.6	4.8	3.4	2.4	1.5
50	7.9	5.0	3.5	2.5	1.6
	5,000	10,000	25,000	50,000	75,000
1 or 99	0.2	0.2	0.1	0.1	0.1
2 or 98	.3	.2	.1	.1	.1
5 or 95	.5	.3	.2	.2	.1
10 or 90	.7	.5	.3	.2	.2
15 or 85	.8	.6	.4	.3	.2
20 or 80	.9	.6	.4	.3	.2
25 or 75	1.0	.7	.4	.3	.3
35 or 65	1.1	.8	.5	.3	.3
50	1.1	.8	.5	.4	.3

erate cost, a number of approximations were required. As a result, the tables of standard errors provide an indication of the order of magnitude of the standard errors rather than the precise standard error for any specific item.

Table 1 contains the standard error of estimates of the number, in a given class, of wage and salary workers receiving premium pay.

The reliability of an estimated percentage, computed by using sample data for both numerator and denominator, depends upon both the size of the percentage and the size of the total upon which the percentage is based.

Estimated percentages are relatively more reliable than the corresponding estimates of the numerators of the percentages, particularly if the percentages are large (50 percent or more).

Table 2 contains the standard error of estimated percentages of a given class of wage and salary workers receiving premium pay.

Detailed Tables

TABLE A. PERSONS WORKING 41 HOURS OR MORE AT ONE JOB AND THE PROPORTION WHO RECEIVED PREMIUM PAY, BY HOURS OF WORK, MAY 1963, 1964, AND 1965

[Numbers in thousands]

Hours worked	May 1965		May 1964		May 1963	
	Number	Percent who received premium pay	Number	Percent who received premium pay	Number	Percent who received premium pay
Total who worked 41 hours or more [1]	16,538	35.1	15,730	30.8	15,244	29.4
Usually worked 41 hours or more	11,739	29.3	11,998	25.2	11,236	21.7
Did not usually work 41 hours or more	3,288	61.7	3,234	56.4	3,422	54.4
Worked 41 to 48 hours [1]	8,514	43.2	8,107	39.1	7,844	37.2
Usually worked 41 hours or more	5,406	36.1	5,547	32.4	5,084	29.3
Did not usually work 41 hours or more	2,332	65.7	2,250	60.7	2,424	58.7
Worked 49 to 59 hours [1]	4,873	32.3	4,481	27.7	4,405	26.4
Usually worked 41 hours or more	3,724	28.6	3,647	23.9	3,545	22.4
Did not usually work 41 hours or more	719	56.7	719	51.3	700	52.0
Worked 60 hours or more [1]	3,151	17.8	3,142	14.1	2,995	13.2
Usually worked 41 hours or more	2,609	16.3	2,804	12.5	2,607	12.2
Did not usually work 41 hours or more	237	38.0	265	34.3	298	25.5

[1] Persons whose usual working hours or premium pay status, or both, were not available (650,000) are included in the total and subtotals, but are not shown as separate subgroups.

TABLE B. WAGE AND SALARY WORKERS WHO WORKED 41 HOURS OR MORE AT A SINGLE JOB, BY USUAL HOURS OF WORK AND PREMIUM PAY STATUS, MAY 1965

[Percent distribution]

Hours worked	Number (in thousands)	Premium pay status			
		Total	Received premium pay	Did not receive premium pay	Pay status not available
Total who worked 41 hours or more	16,538	100.0	35.1	60.9	4.0
Usually worked 41 hours or more	11,739	100.0	29.3	69.9	0.8
Did not usually work 41 hours or more	3,288	100.0	61.7	37.3	1.0
Usual hours not available	1,511	100.0	22.4	42.4	35.2
Worked 41 to 47 hours	4,793	100.0	41.1	54.3	4.6
Usually worked 41 hours or more	3,008	100.0	35.1	64.4	0.5
Did not usually work 41 hours or more	1,275	100.0	61.4	37.3	1.3
Usual hours not available	510	100.0	25.3	37.8	36.9
Worked 48 hours	3,721	100.0	45.9	50.5	3.6
Usually worked 41 hours or more	2,398	100.0	37.3	61.7	1.0
Did not usually work 41 hours or more	1,057	100.0	70.8	28.4	.9
Usual hours not available	266	100.0	24.4	37.2	38.3
Worked 49 to 59 hours	4,873	100.0	32.3	64.1	3.7
Usually worked 41 hours or more	3,724	100.0	28.6	70.6	0.8
Did not usually work 41 hours or more	719	100.0	56.7	42.7	.6
Usual hours not available	430	100.0	23.3	43.0	33.7
Worked 60 hours and over	3,151	100.0	17.8	78.4	3.8
Usually worked 41 hours or more	2,609	100.0	16.3	82.8	0.8
Did not usually work 41 hours or more	237	100.0	38.0	61.2	.8
Usual hours not available	305	100.0	14.8	53.4	31.8

TABLE C. WAGE AND SALARY WORKERS WHO WORKED 49 HOURS OR MORE AT A SINGLE NONAGRICULTURAL JOB, BY USUAL HOURS OF WORK, PREMIUM PAY STATUS, AND SELECTED OCCUPATION CATEGORIES, MAY 1965

Hours worked	Number (in thousands)	Percent distribution by pay status			
		Total	Received premium pay	Did not receive premium pay	Pay status not available
Total working 49 hours or more	7,499	100.0	28.3	67.9	3.8
Usually worked 41 hours or more	5,910	100.0	25.1	74.1	0.9
Did not usually work 41 hours or more	882	100.0	56.0	43.3	.7
Usual hours not available	707	100.0	20.4	47.0	32.7
Professional and technical workers, managers, officials and sales workers	3,289	100.0	7.8	88.6	3.6
Usually worked 41 hours or more	2,752	100.0	6.4	93.2	0.5
Did not usually work 41 hours or more	208	100.0	27.9	71.2	1.0
Usual hours not available	329	100.0	7.3	61.1	31.6
All other occupations [1]	4,210	100.0	44.3	51.7	4.0
Usually worked 41 hours or more	3,158	100.0	41.4	57.4	1.2
Did not usually work 41 hours or more	674	100.0	64.7	34.7	.6
Usual hours not available	378	100.0	31.7	34.7	33.6

[1] Includes craftsmen, operatives, nonfarm laborers, service workers, and clerical workers. 205,000 of the service workers were employed in private households.

TABLE D. WAGE AND SALARY WORKERS WHO WORKED 41 OR MORE HOURS AT A SINGLE JOB, BY MAJOR INDUSTRY GROUP AND HOURS WORKED, MAY 1965

[Number in thousands]

Industry	Total				Worked 41 to 48 hours			
	Number	Percent	Received premium pay		Number	Percent	Received premium pay	
			Number	Percent			Number	Percent
Total	16,538	100.0	5,810	100.0	8,514	100.0	3,677	100.0
Agriculture	676	4.1	19	.3	151	1.8	6	0.2
Forestry, fisheries, and mining	193	1.2	124	2.1	65	.8	46	1.3
Construction	979	5.9	421	7.2	524	6.2	232	6.3
Manufacturing	5,080	30.7	3,424	58.9	3,012	35.4	2,242	60.9
Transportation and public utilities	1,065	6.4	462	7.9	517	6.1	264	7.2
Trade	3,798	23.0	776	13.3	1,912	22.5	495	13.5
Service and finance	4,166	25.2	472	8.1	2,019	23.7	319	8.7
Public administration	579	3.5	115	2.0	312	3.7	73	2.0

Industry	Worked 49 to 59 hours				Worked 60 hours or more			
	Number	Percent	Received premium pay		Number	Percent	Received premium pay	
			Number	Percent			Number	Percent
Total	4,873	100.0	1,572	100.0	3,151	100.0	561	100.0
Agriculture	189	3.9	7	0.4	336	10.7	6	1.1
Forestry, fisheries, and mining	60	1.2	40	2.5	68	2.2	38	6.8
Construction	310	6.4	117	7.4	145	4.6	72	12.8
Manufacturing	1,468	30.1	947	60.2	600	19.0	235	41.8
Transportation and public utilities	315	6.5	134	8.5	233	7.4	64	11.4
Trade	1,139	23.4	202	12.8	747	23.7	79	14.1
Service and finance	1,255	25.7	104	6.6	892	28.3	49	8.7
Public administration	138	2.8	21	1.3	129	4.1	19	3.4

TABLE E. PERCENTAGE OF ALL WAGE AND SALARY WORKERS ON EXTENDED WORKWEEKS AND RATES OF RECEIPT OF PREMIUM PAY, BY MAJOR INDUSTRY GROUP AND HOURS WORKED, MAY 1965

[Number in thousands]

Industry	Worked 41 hours or more		Received premium pay				
	Number	As a percent of wage and salary workers [1]	Number	As a percent of those who worked—			
				41 hours or more	41 to 48 hours	49 to 59 hours	60 hours or more
Total	16,538	27.8	5,810	35.1	43.2	22.3	17.8
Agriculture	676	43.1	19	2.8	4.0	3.7	1.8
Forestry, fisheries, and mining	193	36.6	124	64.2	[2]	[2]	[2]
Construction	979	26.4	421	43.0	44.3	37.7	49.7
Manufacturing	5,080	28.3	3,424	67.4	74.4	64.5	30.2
Transportation and public utilities	1,055	23.6	482	43.4	51.1	42.5	27.5
Trade	3,798	35.4	776	20.4	25.9	17.7	10.6
Service and finance	4,166	24.0	472	11.3	15.8	8.3	5.5
Public administration	579	16.4	115	19.9	24.0	15.2	14.7

[1] Wage and salary employees at work during the May 1965 survey week.

[2] Percent not shown where base is less than 100,000.

TABLE F. PERSONS IN SELECTED NONAGRICULTURAL OCCUPATIONS [1] WHO WORKED 41 HOURS OR MORE AT A SINGLE JOB, BY MAJOR INDUSTRY GROUP AND HOURS WORKED, MAY 1965

Industry	Total				Worked 41 to 48 hours				Worked 49 or more hours			
	Number	Percent	Received premium pay		Number	Percent	Received premium pay		Number	Percent	Received premium pay	
			Number	Percent			Number	Percent			Number	Percent
Total	9,850	100.0	5,140	100.0	5,837	100.0	3,284	100.0	4,013	100.0	1,856	100.0
Forestry, fisheries, and mining	162	1.6	116	2.3	61	1.0	45	1.4	101	2.5	71	3.8
Construction	815	8.3	403	7.8	458	7.8	224	6.8	357	8.9	179	9.6
Manufacturing	4,057	41.2	3,193	62.1	2,589	44.4	2,100	63.9	1,468	36.6	1,093	58.9
Transportation and public utilities	866	8.8	422	8.2	430	7.4	239	7.3	436	10.9	183	9.9
Wholesale and retail trade	1,907	20.3	553	10.8	1,099	18.8	348	10.6	898	22.4	205	11.0
Service and finance	1,536	15.6	370	7.2	987	16.9	270	8.2	849	13.7	100	5.4
Public administration	417	4.2	83	1.6	213	3.6	58	1.8	204	5.1	25	1.3

[1] Excludes professional and technical workers, managers and officials, sales workers, and private household workers.

TABLE G. RATES OF RECEIPT OF PREMIUM PAY FOR PERSONS EMPLOYED IN SELECTED NONAGRICULTURE OCCUPATIONS, [1] BY MAJOR INDUSTRY GROUP AND HOURS WORKED, MAY 1965

Industry	Persons who received premium pay as a percent of those who worked—			Industry	Persons who received premium pay as a percent of those who worked—		
	41 hours or more	41 to 48 hours	49 hours or more		41 hours or more	41 to 48 hours	49 hours or more
Total	52.2	56.3	46.2	Transportation and public utilities	48.7	55.6	42.0
Forestry, fisheries, and mining	71.6	[2]	70.3	Wholesale and retail trade	27.7	31.7	22.8
Construction	49.4	48.9	50.1	Service and finance	24.1	27.4	18.2
Manufacturing	78.7	81.1	74.5	Public administration	19.9	27.2	12.3

[1] Excludes professional and technical workers; managers, officials, and proprietors; sales workers; and private household workers.

[2] Percent not shown where base is less than 100,000.

TABLE H. PERSONS WHO WORKED 41 HOURS OR MORE AT ONE JOB, BY MAJOR OCCUPATION GROUP AND PREMIUM PAY STATUS, MAY 1965

[Number in thousands]

Occupation	Total				Worked 41 to 48 hours				Worked 49 to 59 hours				Worked 60 hours or more			
	Number	Percent	Received premium pay		Number	Percent	Received premium pay		Number	Percent	Received premium pay		Number	Percent	Received premium pay	
			Number	Percent			Number	Percent			Number	Percent			Number	Percent
Total	16,538	100.0	5,810	100.0	8,514	100.0	3,677	100.0	4,873	100.0	1,572	100.0	3,151	100.0	561	100.0
White-collar workers	7,018	42.4	1,258	21.6	3,321	39.0	828	22.5	2,201	45.2	313	19.9	1,494	47.4	115	20.4
Professional and kindred workers	2,252	13.6	301	5.2	1,011	11.9	184	5.0	753	15.4	83	5.3	489	15.5	34	6.0
Managers and officials	2,188	13.2	226	3.9	814	9.6	121	3.3	739	15.2	68	4.3	633	20.1	36	6.4
Clerical workers	1,355	8.2	616	10.6	964	11.3	443	12.1	290	5.9	138	8.8	100	3.2	34	6.0
Sales workers	1,223	7.4	115	2.0	532	6.2	80	2.2	419	8.6	24	1.5	272	8.6	11	2.0
Blue-collar workers	7,165	43.3	4,285	73.7	4,059	47.7	2,653	72.2	2,095	43.0	1,211	77.0	1,013	32.1	420	74.5
Craftsmen and foremen	2,623	15.9	1,470	25.3	1,420	16.7	818	22.3	879	18.0	486	30.9	329	10.4	168	29.8
Operatives	3,737	22.6	2,404	41.4	2,179	25.6	1,587	43.2	978	20.1	586	37.9	577	18.3	220	39.0
Nonfarm laborers	805	4.9	411	7.1	460	5.4	248	6.7	238	4.9	129	8.2	107	3.4	32	5.7
Service workers	1,753	10.6	239	4.5	1,016	11.9	191	5.2	406	8.3	45	2.9	332	10.5	25	4.4
Farm workers	605	3.7	11	.2	121	1.4	4	.1	172	3.5	4	.3	312	9.9	4	.7

TABLE I. PERCENTAGE OF ALL WAGE AND SALARY WORKERS ON EXTENDED WORKWEEKS, AND RATES OF RECEIPT OF PREMIUM PAY, BY MAJOR OCCUPATION GROUP, MAY 1965

[Number in thousands]

Occupation	Worked 41 hours or more		Received premium pay			
	Number	As a percent of wage and salary workers[1]	Number	As a percent of those who worked—		
				41 hours or more	41 to 48 hours	49 hours or more
Total	16,538	27.8	5,810	35.1	43.2	26.6
White-collar workers	7,018	27.2	1,258	17.9	24.9	11.6
Professional and technical workers	2,252	29.6	301	13.4	18.2	9.4
Managers and officials	2,188	50.8	226	10.3	14.9	7.6
Clerical workers	1,355	13.3	616	45.5	46.0	44.5
Sales workers	1,223	33.0	115	9.4	15.0	5.1
Blue-collar workers	7,165	29.7	4,285	59.8	65.4	52.5
Craftsmen and foremen	2,623	32.9	1,470	56.0	57.6	54.1
Operatives	3,737	30.2	2,404	64.3	72.8	52.5
Nonfarm laborers	805	21.5	411	51.1	53.9	46.8
Service workers	1,753	21.4	239	14.8	18.8	9.1
Farm workers	605	43.3	11	1.8	2.3	1.4

[1] Wage and salary employees at work during the May 1965 survey week.

TABLE J. PERCENTAGE OF WAGE AND SALARY WORKERS ON EXTENDED WORKWEEKS AND PERCENT RECEIVING PREMIUM PAY, BY SEX, AGE, COLOR, AND MARITAL STATUS, MAY 1965

[In thousands]

Characteristic	Male				Female			
	Worked overtime		Received premium pay		Worked overtime		Received premium pay	
	Number	Percent of wage and salary workers	Number	Percent of persons working overtime	Number	Percent of wage and salary workers	Number	Percent of persons working overtime
Total	13,285	34.9	4,972	37.4	3,257	15.2	836	25.7
Agricultural	624	48.5	19	3.0	52	18.6	.....	.....
Nonagricultural	12,661	34.4	4,953	39.1	3,205	15.1	836	26.1
By age:								
14 to 19 years	309	11.9	142	46.0	137	7.8	54	34.4
20 to 24 years	1,433	34.9	744	53.0	402	14.1	140	34.8
25 to 44 years	6,535	37.5	2,479	37.9	1,251	15.1	382	30.5
45 to 54 years	2,635	35.5	1,000	38.0	778	17.0	182	23.4
55 years and over	1,778	30.6	587	33.0	617	17.2	79	12.8
By color:								
White	11,637	35.3	4,341	39.0	2,746	14.8	751	27.3
Nonwhite	1,023	27.2	413	40.4	456	17.0	85	18.6
By marital status:								
Married spouse present	10,738	37.4	4,197	39.1	1,549	13.0	458	29.6
Single	1,266	20.4	500	39.5	736	17.9	167	22.0
Other	657	36.3	258	39.3	898	17.7	211	23.5

TABLE K. MULTIPLE JOBHOLDERS WHO WORKED 41 HOURS OR MORE AT THEIR PRIMARY JOB, BY INDUSTRY, MAY 1965

[Percent distribution]

Industry	All wage and salary workers			Industry	All wage and salary workers		
	Total	41 to 48 hours	49 hours or more		Total	41 to 48 hours	49 hours or more
Number (in thousands)	967	513	454	Manufacturing	30.1	34.3	25.3
Percent	100.0	100.0	100.0	Transportation and public utilities	7.0	8.0	5.9
Agriculture	4.4	1.6	7.7	Trade	14.4	12.7	16.3
Forestry, fisheries, and mining	1.7	1.8	1.5	Service and finance	23.6	24.4	27.1
Construction	6.3	7.4	5.1	Public administration	10.4	9.9	11.0

TABLE L. MULTIPLE JOBHOLDERS WHO WORKED 41 HOURS OR MORE AT THEIR PRIMARY JOB, BY OCCUPATION GROUP, MAY 1965

[Percent distribution]

Occupation	Hours worked			Occupation	Hours worked		
	41 or more	41 to 48	49 or more		41 or more	41 to 48	49 or more
Number (in thousands) [1]	1,213	580	633	Blue-collar workers	35.7	42.5	29.5
Percent	100.0	100.0	100.0	Craftsmen and foremen	15.0	17.5	12.5
				Operatives	16.5	19.5	13.7
White-collar workers	37.9	40.0	36.0	Nonfarm laborers	4.2	5.2	3.3
Professional and technical	15.7	15.5	16.0				
Managers and officials	10.8	8.3	13.1	Service workers	10.6	10.7	10.6
Clerical workers	6.8	10.9	3.0				
Sales workers	4.6	5.3	3.9	Farm workers	15.7	6.9	23.9

[1] Includes 250,000 self-employed workers.

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